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ABSTRACT

This report describes seven categories of violent crime in Phoenix, Arizona, and provides causes, facts, preventative programs, and lessons learned pertaining to each category of violence. The categories are: (1) prenatal and early childhood; (2) families; (3) individual youth; (4) schools; (5) neighborhood and community; (6) workplace; and (7) justice systems. The Phoenix Violence Prevention Initiative was prepared in response to crime statistics collected between 1986 and 1995. Although whites accounted for 86 percent of all serious arrests in Arizona, the proportion of arrests for violent and serious crimes committed by Hispanics during the last 10 years has exceeded the overall statewide proportion of Hispanics. Drug usage is involved in 56 percent of all arrests. Aggravated assault account for the largest number of violent crimes, while larceny and theft accounts for the largest number of serious property crime incidents. In Phoenix, most homicide victims knew their killers, and were of the same race or ethnicity as their killers. Blacks and Hispanics are disproportionally likely to be victims of homicide, and murders are most usually committed on Saturdays between the hours of 6:00 p.m. and 2:00 a.m. Of 205 homicides committed in Phoenix (Arizona), a recent study shows that 46 percent occurred in the street and 48 percent at home. Verbal disputes, mutual combat, domestic abuse, narcotics, gangs, and robbery were the most frequent causes of homicide in Phoenix in 1994 and 1996. (Contains 16 statistical tables and 18 references.) (RIB)

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ED 426 513

Phoenix Violence Prevention Initiative

City of Phoenix
Arizona Supreme Court
Greater Phoenix Leadership
Maricopa County Attorney
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Phoenix Violence Prevention Initiative

The Who, What, When, Where and Why of Violence

Who?

Adults. In 1995, 81% of all arrests in Phoenix (all violent and property) were adults and 19% were juveniles under 18. (See tables on back for additional details.)

Males. In 1995, males accounted for 79% of all arrests and 85% of all violent arrests in Arizona.

Whites and Hispanics. In 1995, Whites accounted for 86% of all arrests and 86% of all murder arrests in Arizona. However, during the last ten years, the proportion of arrests for violent and serious property crimes that have been committed by Hispanics is greater than the overall proportion of Hispanics in the Arizona population — meaning, Hispanics are over-represented with respect to these types of crimes.

People on drugs. Fifty-six percent of all persons arrested for a violent crime in Phoenix are either under the influence of drugs or test positive for using drugs recently.

What?

Violent and property crime. In the first half of the 1990s there was a 3.4% decline in the Phoenix violent crime rate (offenses per 100,000 for murder, felonious assault, forcible rape, and robbery) but a 10.8% increase in the property crime rate (offenses per 100,000 for burglary, larceny, motor vehicle theft, arson). The decline in violent crime rate comes after record-breaking peaks in the early 1990s.

Crime rates in the City of Phoenix, 1991-1995

year	violent crime/100,000	property crime/100,000
1991	1,106	8,853
1992	1,091	8,131
1993	1,146	8,136
1994	1,081	8,968
1995	1,068	9,813

source: Uniform Crime Reports, U.S. Department of Justice, Federal Bureau of Investigation

Aggravated assault and larceny-theft. Aggravated assault accounts for the largest number of violent crime incidents, while larceny-theft accounts for the largest number of serious property crime incidents. For example, in Phoenix in 1995, there were 214 homicides reported to police, 411 forcible rapes, 3,693 robberies, 7,272 aggravated assaults, 20,953 burglaries, 62,422 larcenies, 23,161 motor vehicle thefts, and 217 arsons.

Against Whom?

Persons of the same race. In Phoenix, most homicide victims are the same race/ethnicity of their killer.

Disproportionally Blacks and Hispanics. Blacks and Hispanics are disproportionally likely to be the victims of homicide. According to the Phoenix Police, Blacks were 21% of all murder victims, but only 5% of the Phoenix population. Similarly, Hispanics were 36% of all homicide victims, but only about 23% of the overall population. By way of comparison, Whites account for about 37% of all murder victims, but they constitute about 70% of the overall population.

People they know. Most homicide victims know their killer in some way (i.e., relative, spouse/parent, acquaintance).

When?

Saturdays, 6PM-2AM. Saturday is the most common day of the week for a murder to occur, and generally the highest number of murders occur between the hours of 6PM and 2AM.

Where?

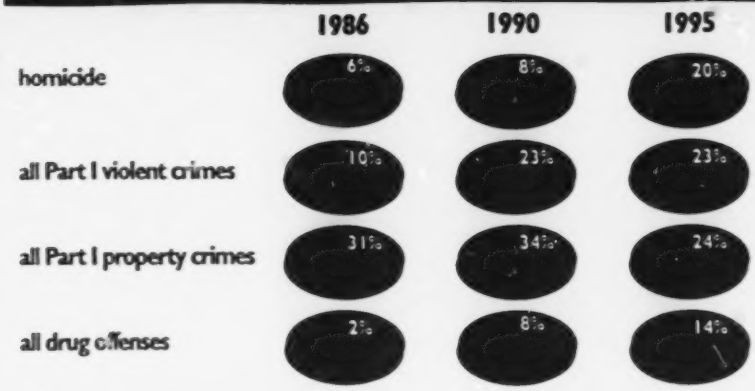
Streets and homes. A recent study of 205 homicides in the City of Phoenix revealed that 46% occured on streets, in parking lots, parks, or fields; another 48% occuring in either the victim's or another residence. Nationwide almost one-third of violent crimes against youth occur on the street or at the park or playground. An additional 27% occur at school.

Why?

Top 5 reasons for murders in Phoenix (1994,1996):

1. verbal disputes/mutual combat (25%)
2. domestic: relative, child abuse or domestic partner (13%)
3. narcotic-related (11%)
4. gang-related (10%)
5. robbery or burglary (10%)

Juvenile Arrests as a Percentage of All Arrests for Specific Crimes



Source: data from *Crime and the Criminal Justice System in Arizona*, Arizona Criminal Justice Commission (1996), calculations by Morrison Institute for Public Policy, 1997. All Part I violent crimes include homicide, rape, robbery, aggravated assault; all Part I property crimes include burglary, larceny/theft, vehicle theft, and arson. Drug offenses include sale, manufacturing, and possession.

Arrest Rates (per 100,000 residents) for Violent Crimes in the City of Phoenix

	1986	peak year	1995	% change between peak and 1995
juveniles	116.9	301.6 (1991)	222.6	-26%
adults	409.3	419.1 (1990)	280.9	-33%

Source: data from *Crime and the Criminal Justice System in Arizona*, Arizona Criminal Justice Commission (1996), calculations by Morrison Institute for Public Policy, 1997

■ After a peak in 1990-91, the rate of arrests in the City of Phoenix for such violent crimes as murder, felony assault, forcible rape, and robbery declined 33% for adults and 26% for juveniles. The situation was quite different only a few years earlier: the arrest rate for juveniles accused of violent crimes had risen 158% between 1986 and 1991 (the peak year for juvenile violent crime arrests), and the arrest rate for adults had risen roughly 2% between 1986 and 1990 (the peak year for adult violent crime arrests).

Violent and Property Crime Offenses Committed in the City of Phoenix

	violent offenses				property offenses		
	murder	rape	robbery	aggr. assault	burglary	larceny/ theft	vehicle theft
1986	122	567	2,972	5,577	25,586	48,896	5,654
1990	128	512	3,383	6,642	24,682	52,912	17,520
1995	214	411	3,693	7,272	20,953	62,422	23,161

Source: data from *Crime and the Criminal Justice System in Arizona*, Arizona Criminal Justice Commission (1996)

Violent and Property Crime Arrests in the City of Phoenix (juveniles and adults)

	violent offenses				property offenses			other offenses
	murder	rape	robbery	aggr. assault	burglary	larceny/ theft	vehicle theft	drug offenses
1986	83	148	556	2,206	3,307	12,780	352	3,740
1990	73	93	877	2,669	3,393	14,662	717	4,624
1995	88	84	731	2,428	2,295	14,783	1,255	5,821

Source: data from *Crime and the Criminal Justice System in Arizona*, Arizona Criminal Justice Commission (1996)

Prenatal/Early Childhood

Causes

What is it that leads to violence?

Although many factors put infants and children at risk of a violent future, nothing predicts bad outcomes more powerfully than growing up with abusive and neglectful parents. Incompetence and abuse takes many forms, from drug and alcohol use during pregnancy (often leading to low-birth weight and other birth complications that affect infant survival and health), to harsh and erratic discipline, parental disharmony, and rejection of the child. Although poor parenting has serious consequences for kids at any age, it can be most damaging during prenatal development and the first years of life. A child's brain develops 80% of its functions in this short time, including the ability to learn, cope and deal with others peacefully.

The young, single, impoverished mother faces the greatest challenges to child rearing. Her children are most at risk of falling into lives of trouble, crime and violence. She is usually handicapped by multiple factors but low income is one of the most important reasons for her disadvantage in tending to her family.

Facts

What do the facts say?

■ Being abused or neglected as a child increases the likelihood of arrest for a violent crime by 32% (Widom, 1992; RAND, 1996).

■ Homicides of U.S. children under the age of 4 reached a 40-year high in 1995. Most deaths are by parents or caretakers. In Arizona, about 3.6% of the murder victims in 1995 were younger than 4.

■ Teen mothers are 25% more likely to have low-birth weight babies, which are 40-times more likely to die in their first month. In Maricopa County in 1995, unwed teen mothers gave birth to 5,172 children.

Reported Cases of Child Abuse in Maricopa County

rate per 1,000 children	fiscal 1995	fiscal 1996
total reports of child abuse	15,579	21,284

source: Child Protective Services, 1997

Children's Lives

	US	50-city avg.	Phx	Phx rank*
low birth weight (1994)	7.2%	9.0%	7.2%	13
infant mortality (1991)	.89%	1.1%	.82%	9
no prenatal care (1994)	5%	6%	7%	33
teen births (1994)	5%	7%	7%	20
children in poverty (1989)	18%	27%	20%	14

* low numbers are better. Source: City Kids Count, Annie E. Casey Foundation, 1997

Programs

A few examples of preventative programs.

■ **AHCCCS (State)** provides prenatal services to Arizona's low-income pregnant women.

■ **Phoenix Early Head Start (Southwest Human Development)** provides comprehensive services to central/south Phoenix families through weekly home visits, group activities, and "brokered" services to low income, first-time teen parents (ages 13-19) who are pregnant or have a child under six months old.

■ **Health Start: (State/County)** Low-income prenatal care program using lay health workers.

■ **Head Start: (City of Phoenix/Southwest Human Development**) provides Head Start preschools in 75 locations for low-income families.

■ **Teen Prenatal Express: (State)** Serves at-risk pregnant teens with assessment, service coordination, advocacy, home visits, and prenatal education.

Lessons Learned

What research says is effective.

■ Because exposure to many risk factors (poverty, abusive parents, poor health) multiplies the probability that a child will experience difficulties later on (delinquency, drug use, truancy), it is important to provide early childhood programs that offer a sufficiently broad array of services to simultaneously address a number of risk factors.

■ Very comprehensive in-home prenatal and newborn support programs, followed by quality, parent-involved child care and preschool, improve child development and reduce abuse by approximately 80% and future violence by between 50% and 75% (Carnegie, 1992; Sherman, 1996).

■ Every dollar spent on teen pregnancy prevention programs will result in a $4 to $12 savings in public expenses (Hospitals for Healthy Communities, 1994).

■ Every $1 spent on child abuse prevention saves $2 in public expenses (National Committee to Prevent Child Abuse, 1997).

Families

Causes

What is it that leads to violence?

Today's family life often involves teen mothers, single parenting, working mothers, instability in job markets and careers, divorce, out-of-wedlock child bearing, and non-parental child care. Recent evidence indicates that, compared with children in two-parent families, children in one-parent families have higher risks of dropping out of high school, of bearing children as teenagers, and of not being employed by their early twenties (Center for the Future of Children, 1995).

Other aspects of family life play a significant role in shaping a person's future. For instance, troubled and crime-prone youth are more likely to come from families where parents have been incarcerated, abuse drugs and alcohol and — perhaps most important — exhibit violence inside the home. The absence of a strong, sustained relationship with an adult has also been linked to juvenile delinquency (Mendal, 1995).

Facts

What do the facts say?

■ James Gilligan, a Harvard psychiatrist who has studied violent prisoners for 25 years, estimates that more than 95% of prisoners jailed for violent crimes come from a violent home (*San Diego Union Tribune*, Sept. 29, 1996).

■ A 1996 U.S. survey found that 75% of teens believe that violence is a learned behavior. 43% believe it is learned most from home. 20% blamed TV. 85% said that the drugs and alcohol used at home and among young people were causes of violence (Children's International Institute, 1996).

■ Roughly 47% of Phoenix police calls involve domestic violence or disputes. National statistics reveal that alcohol is present in more than 50% of all incidents of domestic violence (Collins and Messerschmidt, 1993).

■ Substance abuse is the cause of 52% of child placements outside of the home (Child Welfare League, 1996). Children of substance abusers are ten times more likely to become abusers themselves (CII, 1997).

Parents and Poverty	Phx	50-city avg.
single parent families (1990)	25%	35%
working mothers (of young children, 1990)	61%	59%
families in extreme poverty (under $5k)	6%	10%

source: City Kids Count, 1997

Programs

A few examples of preventative programs.

■ **Arizona Department of Economic Security (DES)** offers the Healthy Families home visitation program and a wide range of family services including adoption, foster homes, child and adult protective services, food stamp administration, job services, child care, and child support enforcement. There is also a Healthy Families in Maricopa County run by Southwest Human Development.

■ **Family First: (City)** provides intensive case management for homeless families. **Young Families CAN: (City)** helps unwed minor parents obtain education, training and jobs.

■ **Step-Up: (City)** helps hard-to-employ young fathers (age 16-22) with parenting, mentoring, education and employment.

■ **Catholic Social Services** provides parenting skills, adoption and pregnancy services.

■ **Phoenix Memorial Hospital** provides teen pregnancy programs, paid training for child care workers, home health care, aging services, and other programs for at-risk families.

Lessons Learned

What research says is effective.

■ Combining home-visitation parental support programs with quality Head Start reduces future crime by half or more (Sherman, 1996).

■ Good day care programs that involve parents in developmental child care work can improve family life and reduce abuse and future delinquency (Sherman, citing Yoshikawa, 1994 and others).

■ Programs that strongly link families to a wide range of social service referrals through schools can work for families with younger children and families with some degree of order (Sherman, 1996).

■ Parenting training, implemented well, reduces delinquent behavior in kids under 14 (Sherman, 1996; Greenwood, 1996).

Individual Youth

Causes

What is it that leads to violence?

Anti-social tendencies emerge early, often by age nine, and signals that something is wrong are not difficult to spot. Look for young people who feel they are not part of society and who take an actively rebellious stance towards its rules; research shows they are at high risk of drug abuse, delinquency and school drop out. Peer group association is perhaps the strongest, most consistent predictor of behaviors. Young people whose peers engage in delinquency, substance abuse, violent activity, sexual activity, or truancy are more likely to engage in the same behavior. Finally, substance abuse and delinquent behavior are clearly related. The more serious the youth's involvement in drug use, the more serious is his or her involvement in delinquency. This is observed across all ages, genders and ethnic groups (OJJDP, 1995).

Facts

What do the facts say?

■ Between 30 and 40% of all boys growing up in urban areas in the U.S. will have at least one "brush with the law," resulting in an arrest before age 18 for a non-violent, usually minor, offense. Most will not be arrested again. For those who are, each new arrest will place them at a higher level of risk. Those who reach five arrests are labeled as chronic offenders — the 6% of boys who account for more than 50% of juvenile arrests (Greenwood, 1996).

■ In Maricopa County, as elsewhere in the country, a very few kids commit most of the violent juvenile crime. One recent Maricopa County study found that between 1980 and 1995 14.6% of all youths (those with four or more delinquent referrals) were responsible for 60% of all violent referrals (Snyder, 1996).

Phoenix Juvenile Arrests as a Percentage of Total Arrests (1995)

	total arrests	juv. arrests	juv. percent
homicide	88	18	20%
forcible rape	84	17	20%
agg. assault	2,428	408	28%

Note: juveniles under 18 comprise about 29% of the population.
source: Phoenix Police Department

■ Serious youth offenders usually begin at age 15 or 16, peak at 18, and then decline sharply. Young juveniles are commonly involved with arson, vandalism and theft, moving in older years to drugs and violence.

Juvenile Arrests for Violent Crimes in the City of Phoenix (1995)

1 homicide	every 2.8 weeks
1 rape	every 3 weeks
1 aggravated assault	every day
1 robbery	every 1.4 days
1 drug offense	every 11 hours

■ Half of even the most severely at-risk children do not fall prey to delinquency, crime, or substance abuse. These at-risk survivors, dubbed "resilient youth," make it to age 18 alive, literate, sober, and job-ready.

Programs

A few examples of preventative programs.

■ **The Boys and Girls Clubs** are open to children from the ages of six to eighteen, and are often located in at-risk areas.

■ **JUMP START:** The U.S. Department of Justice and the Phoenix Human Services Department provide mentoring for up to 180 teen students through Valley Big Brothers/Big Sisters.

■ **YouthBuild Phoenix** employs high school dropouts to learn construction skills and restore low-income housing and earn a high school diploma. The program targets dropouts and unemployed youth.

■ **City Streets:** The City reaches 292,000 young people, age 9 - 21, with year-round recreation and special events. The City provides specific teen recreation centers in six at-risk locations.

■ **Phoenix Youth Employment & Training** provides GED, job-readiness and placement services for at-risk youth, ages 14-21.

Lessons Learned

What research says is effective.

■ Prevention programs need to start early because of the early onset of serious forms of delinquency and drug use. Waiting until high school is too late for many.

■ The key to producing more "resilient youth" is to get a caring adult into each young life — if not as parent, then as mentor. Recent statistics show that kids are 46% less likely to initiate drug use, and 30% less likely to use alcohol if they have at least one caring adult in their lives (CII, 1997).

■ A good deal of juvenile crime is a result of boredom. Recreation programs have been shown to reduce crime during hours of operation, especially for pre-teens. But, to be attractive to older teens (11+), programs need to have paychecks or opportunities attached. Isolation, lack of transportation and lack of money for fees, supplies and uniforms put activities out of reach to many kids.

Schools

Causes

What is it that leads to violence?

Poverty and lack of economic opportunity are consistently linked with high rates of violent crime, and one of the best predictors of any individual's economic condition is his or her education. It follows that one of the most effective means of reducing violence and ending poverty is keeping students in school until they graduate high school — if not college.

Precursors to truancy and school drop out include poor academic performance, no commitment to education, teenage pregnancy, delinquent friends, difficult households and difficult neighborhoods. Detecting and counteracting such precursors early (e.g., by tutoring and teaching students new ways of thinking and dealing with potential social problems) is an important role for schools to play in preventing violence.

Facts

What do the facts say?

■ A 1996 U.S. survey by Children's Institute International revealed 47% of teens believe their schools are becoming more violent (24% believe their neighborhoods doing so). Almost 40% said they sometimes had to be violent to protect themselves. 1.7% carried a gun to school at some time during the past year. 15.3% knew someone who did. 36.7% knew someone who had been shot.

High School Drop Out Rates	
Arizona (1994)	13%
Maricopa Co. (1995)	7.7%
Phoenix (estimated)	12.5%
U.S. (1994)	9%

sources: Arizona Dept. of Ed., U.S. Dept. of Ed. and City Kids Count, 1997

■ Teens who become pregnant during high school are more likely to drop out: 25% of single mothers drop out, as do 75% of those who are married and have a child.

Education Status of Juveniles Committed to the AZ Dept. of Corrections, 1996	
enrolled in school at time of offense	57%
not enrolled / dropped out / expelled	35%
graduated or enrolled in GED program	1%
balance unknown	7%
total children	1,178

source: Arizona Dept. of Corrections

Programs

A few examples of preventative programs.

■ **The Safe and Drug-Free Schools program** uses newsletters, posters, pins, and student pledges to address violence and drug use. DARE programs educate against drug use and GREAT programs educate against gang membership.

■ **Police and Probation Officers in Schools:** There are 22 full time police officers and 21 juvenile probation officers in Phoenix schools. Officers are involved in a wide range of prevention efforts.

■ **Anytown and Minitown programs** send kids to 4-day peer bonding summer camp to learn cross-cultural appreciation.

■ **Alternative schools** have been established to let drop out students learn at their own pace via computer programs. Vocational schools such as MetroTech provide an alternative to dropping out.

Lessons Learned

What research says is effective.

■ A 1996 RAND study determined that cash graduation incentives can decrease juvenile crime by 56% and later adult crime by 50%, averting 250 serious crimes per $1 million invested. Graduation rates in at-risk populations were boosted to 88% from a base of 54%.

■ Some schools have cut violence and weapon possession 50% through the use of school uniforms. Uniforms limit gang advertising, instill discipline, help students resist peer. pressure, help students concentrate on school work, and help school officials recognize intruders (U.S. Dept. of Education, Manual on School Uniforms, 1996).

■ Full-school commitment programs to reduce violence usually involve setting clear norms, changing classroom climate to improve learning and enjoyment of school, and grouping students in smaller units. In carefully controlled studies, schools using this approach have dramatically reduced delinquent behavior and drug use (Sherman, citing D. Gottfredson, 1987).

■ The lackluster results of DARE and other programs prove that powerful risk factors cannot be overcome with short-term or mild programs (Sherman,1996).

Neighborhood/ Community

Causes

What is it that leads to violence?

The level of violence in a community is related to its size and demographic profile. Large urban areas have more crime than small rural communities. Urban areas with high proportions of males between 15 and 30 have more violence, as do areas with high poverty and unemployment, low education levels, and high turnover rates (people moving into and out of the community). The availability of alcohol, firearms, gangs, and drugs, which can be magnified if the community is located on drug traffic routes, are also linked with high crime rates. Even such things as city-wide recreation activities and other public policies regarding police, parks, and zoning practices (that can either concentrate or distribute poverty) can affect crime rates. The level of crime in neighborhoods can also be affected by poor property upkeep, gang graffiti, damaging traffic patterns, illegal uses of property, and poor security.

Facts

What do the facts say?

■ Statistics for Phoenix in general masks large variations among individual neighborhoods. For example, the City of Phoenix as a whole had a violent crime rate of 11.2 per 1,000 in 1995, compared to 28.9 in the Garfield Neighborhood and 40.9 in South Phoenix Village. Neighborhoods characterized by multiple risk factors, including high unemployment, gangs, and family violence, have the most risk of violence.

■ Phoenix has a highly transient population. Approximately 125 people move out of the city for every 200 who move in. Rental neighborhoods can be even more transient.

■ Bias or "hate" crimes are an important measure of the community's lack of social cohesion. There were 125 bias crimes in Phoenix in 1995, of the 182 in Maricopa County.

56% of the people arrested in Phoenix for violent crimes were either under the influence of drugs or tested positive for recent drug use.

Source: Phoenix Police Dept.

Crimes per 1,000 Phoenix Residents

	1993	1994	1995
Violent Crimes			
All Phoenix	10.5	10.7	11.2
Garfield Neighb.	33.7	27.2	28.9
S. Phoenix Village	31.0	36.6	40.9
Drug Crimes			
All Phoenix	6.7	7.4	8.4
Garfield Neighb.	35.7	21.5	31.2
S. Phoenix Village	17.9	27.6	13.1
Domestic Violence			
All Phoenix	9.5	10.7	11.8
Garfield Neighb.	17.5	15.9	20.4
S. Phoenix Village	21.3	19.9	21.1
Gang Crimes			
All Phoenix	9.5	10.7	11.8
Garfield Neighb.	17.5	15.9	20.4
S. Phoenix Village	21.3	19.9	21.1

Garfield: Van Buren to the Papago Fwy, 7th St. to 16th St.; South Phoenix Village: the sq. mile bounded by the Salt River, Roeser Rd., 24th St. Source: Phoenix Neighborhood Benchmarks, 1996

Estimated Number of Street Gang Members by Gang Type (Maricopa Co. 1996)	mixed race/ethnicity	2,143
	Black	330
	Hispanic	1,125
	White	187
	motorcycle	492
	female	97
	other	28
	total gang members	4,402

Programs

A few examples of preventative programs.

■ The City of Phoenix' **"Fight Back"** programs help neighborhoods to organize, clean up, remove graffiti, and force out drug operations and other illegal uses. **The Neighborhood Maintenance Code** is an important tool for area upkeep and crime prevention.

■ The Phoenix Police Department has been moving toward **community policing** since the late 1980s. While its program to encourage officers to live in troubled neighborhoods has not attracted many willing officers, it does use a neighborhood-friendly approach to enforcement: meeting with neighborhood groups, agreeing to targeted enforcement, and assigning regular officers to areas for longer periods of time, so that officers and neighbors can get to know each other.

■ The City of Phoenix has, for over a decade, distributed its public housing units in small scale complexes or individual units throughout the city to avoid concentrating impoverished people.

Lessons Learned

What research says is effective.

■ According to U.S. studies, block watch programs do not improve crime statistics in areas where crime is already low; more effect is seen in troubled areas. However, it is often difficult to operate such programs in neighborhoods in serious need of help. Plus, unless community-scale issues are handled on the higher political level, blockwatch programs can become a shell game, simply moving crime around to less organized neighborhoods.

■ Strict enforcement of minor laws (e.g., graffiti, maintenance) within an urban neighborhood can "trickle up" to reduce more serious crimes. As James Q. Wilson describes, "broken windows" lead to further vandalism and eventually to more crime (*Atlantic Monthly*, March 1993).

■ Communities and city recreation departments are increasingly looking at under-used school facilities as venues for programs. Regardless of the facilities used, each at-risk neighborhood needs a wide range of activities, including social events, adult education, tutoring, scouting programs, athletics, special clubs for science, music and other interests. There are wide gaps in the offerings from neighborhood to neighborhood, and gaps in the needed hours of operation.

Workplace

Causes

What is it that leads to violence?

Workplace violence has received increased public attention due to high-profile shootings and bombings. Phoenix has had its share of incidents, including a shooting in the City's personnel offices, close calls at Catholic Social Services and a major hospital, and the Buddhist Temple murders. Cab driver shootings and store murder-robberies are now a normal feature of the news. Convenience stores and fast food restaurants are increasingly seen as violence hot spots.

Workplace violence is often perpetrated by a former employee, vendor, customer, or by a domestic partner of an employee. The workplace is becoming a place to get even, and employees are worried that they may be in the wrong place at the wrong time.

Facts

What do the facts say?

■ The U.S. Justice Department recently reported that nearly one million violent crimes occur in workplaces each year. Murder is the number one cause of death for women at work, and the number two cause for men at work, though the incident-per-worker ratio is modest (McClure, 1996).

■ Domestic violence commonly spills over into the workplace which is the reason why murder is the number one cause of female deaths in the workplace.

■ In 1992, approximately 1 in 25 U.S. homicides occurred in the workplace.

■ A recent study of 205 homicides in the City of Phoenix revealed that 7% occurred in a business.

Where Workplace Violence Strikes Most Often in Arizona (Robberies)	
#1: stores and offices	50%
#2: convenience stores	37%
#3: banks	8%
#4: service stations	5%
source: *Crime in Arizona*, 1995	

Programs

A few examples of preventative programs.

■ The workplace is possibly the most neglected area of violence prevention in Arizona. While there are examples of specific programs in both the public and private sectors, neither business nor government has made the non-violent workplace a priority issue.

■ Specific programs that offer good results include a partnership among a number of national and Arizona-based corporations to address domestic violence among their employees **(The Corporate Alliance to End Partner Violence),** and an innovative project by a major convenience store chain to provide store space for police officers to write reports, call-in, and drink coffee.

Lessons Learned

What research says is effective.

■ Encouraging employers to craft their own solutions to workplace violence has the effect of democratizing crime prevention within the community and reducing litigation. Increasingly, employees, customers and public officials are blaming business for failing to take "obvious" crime prevention measures —cameras, lighting, guards, personnel policies.

■ Managers can prevent violence early on by using behavior profiles to identify employees likely to become violent. More so than government or community professionals, employers have prime opportunities to observe behavior and to require treatment (McClure,1996).

■ Employees on the edge of violence often display telltale signs: act out anger; ignore other people's interest; promise one thing and deliver another; squirm out of a fix; use lies to dodge reality; are inflexible; display shocking and disruptive behavior; are remote and withdrawn (McClure, 1996).

Regional Issues: Justice Systems

Causes

What is it that leads to violence?

When a criminal is imprisoned, there is little doubt that crimes are being prevented by that person's incapacitation. However, since not all offenders are automatically candidates for long-term incarceration, other functions of the justice system's preventative role are deterrence, rehabilitation, and reintegration.

Judges, corrections officers and probation officials are about the last stop on the prevention continuum. They are asked to fix problems left unsolved by parents, teachers, friends, neighbors, clergy, and the offenders themselves. The justice official may have to struggle to patch together lives in the wake of genetic damage, abuse or large-scale social and economic deprivations. Their success depends largely on creating a creative balance between tough measures for the violent offenders, and interventions and sanctions for others who are not too far down a criminal path.

Facts

What do the facts say?

■ Probation authorities, not custodial institutions or prisons, are the "workhorses" of the justice system. In 1995, approximately 70% of convicted adult offenders in Maricopa County were placed on probation; only 30% went to prison. In the juvenile system, the total number of juveniles on probation increased roughly 48% over the last four years (4,239 in 1992, to 6,333 in 1996). The average caseload per probation officer today is 50 to 60 youth; the mandated maximum is 35.

■ A study of Maricopa County juvenile court records (1980 to 1995) reveals that sixty percent of youth referred to juvenile court for the first time never returned on new charges. Nearly 7 of every 8 charged with violent offenses were never returned on a new charge (Snyder, 1996).

■ There is greater demand for treatment (substance abuse and mental health programs and facilities) than there are resources available. During the first quarter of 1997, 57% of youth admitted to detention tested positive for drugs. The Chief of Adult Probation for Maricopa County estimates that an 8-month wait often exists for drug treatment, compared with one day wait for admittance to County Jail.

Types of Juvenile Court Referrals in Maricopa County, 1996

(note: a juvenile may be referred to the court by police, parents/ guardians, or by schools.)

status offenses (incorrigibility, truancy, runaway, curfew, probation violation)	31.9%
non-violent (auto theft, vandalism, shoplifting, felony drug offenses)	63.2%
violent offenses (aggravated assault, murder, robbery)	4.9%

Bottom line: Violent crimes represent a small portion of youth crime in Maricopa County.

Programs

A few examples of preventative programs.

■ **Community Justice Committees** are partnerships involving the Juvenile Court, the County Attorney and the community. Over 300 volunteers work on these panels to hear cases involving first-time juvenile offenders charged with minor offenses and assign community service, educational classes, and fines to hold juveniles accountable for their actions.

■ **High Impact Detention Program (HIP)** is a 3 day detention program for first-time juvenile offenders who have never served time in detention. The recruit's days are filled with a lot of physical labor in the community and with education in the hopes of steering the kid straight. Possession of drugs, property damage, continuous absences for school and violation of probation all qualify kids for HIP.

■ **Project S.C.R.U.B. (Stop Crime Remove Urban Blight)** represents a commitment at all levels of law enforcement to nabbing the people who do graffiti tagging and making them clean it up. In addition to clean up duty in this restorative justice program, each juvenile is required, sometimes with their parents, to attend educational seminars and to pay restitution for damage done.

Lessons Learned

What research says is effective.

■ Numerous studies refute the idea that "nothing works" in the rehabilitation of criminals. Other things being equal, offenders who participate in certain types of institutional of community-based treatment programs are less likely to be repeat offenders than the nonparticipants (Dilulio, 1991).

■ Analysis of 2,000 felons placed on adult probation in Arizona showed 68% stayed out of trouble while on probation. Twenty-two percent were arrested for a misdemeanor during that time, and ten percent were convicted of a new felony. After four years, 25% had been sentenced to prison on new convictions.

■ Probation works best when offenders attend school, training, GED classes, or drug treatment under probation supervision.

■ Treatment programs for chronic and serious offenders can reduce recidivism by 20%. The more effective programs offer services conducted outside the formal correctional settings, provide longer treatment and more meaningful contact, and include behavior and skill oriented treatment. It is also important to have treatment programs extend to family members and peers (OJJDP, 1995).

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